Tammy S. Sugarman

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Recent Library Experience

Virginia Commonwealth University Libraries
Richmond, VA

Associate Professor   October 2018 – Present

Associate University Librarian (Collections, Discovery & Budget)   October 2018 – Present
- Leads library departments involved in supporting the research needs of faculty and students by acquiring and making research materials in all formats accessible and available in a timely way. Oversees areas responsible for acquisitions/e-resources, metadata and discovery, collections, and budget.
- Directly supervises faculty heads of collections, metadata and discovery, and acquisitions.
- Provides leadership in articulating the direction, balance, emphasis and assessment of collections, including monographs, serials, electronic resources and open access resources.
- Serves as library ambassador to faculty and administration concerning library collections and budgets.
- Collaborates with senior library administration to help the library evolve with the changing needs of scholars and students while assuring the library's centrality in the university.
- Represents the library in statewide, regional and national consortia in the areas of collections, metadata and discovery and acquisitions.

University Library
Georgia State University, Atlanta, GA

Associate Professor   July 2008 – September 2018
Assistant Professor   July 2002 – June 2008
Instructor   September 1998 – June 2002

Associate Dean (Collections & Technical Services)   August 2009 –September 2018
- Led library departments involved in supporting the research needs of faculty and students by making research materials in all formats accessible and available in a timely way. Oversaw departments of Technical Services (Acquisitions and Cataloging) and Collection Development (Interlibrary Loan and Stacks Maintenance).
- Managed collection materials budget of $6 million. Responsible for allocation of funds, monitoring of overall budget and payment of invoices.
- Directly supervised faculty department heads of Technical Services and Collection Development.
- Provided leadership in articulating the direction, balance, emphasis and assessment of collections, including monographs, serials, electronic resources and open access resources.
- Served as library ambassador to teaching faculty concerning library collections and materials budgets.
- Worked in close association with senior library administration to help the library evolve with the changing needs of scholars and students while assuring the library's centrality in the university.

- Represented the library in statewide, regional and national consortia in the areas of collections and technical services.
- Centralized collection development and technical services for 6 libraries, including purchasing, cataloging, and acquisitions. Centralized maintenance and access of electronic resources.
- Oversaw migration from Voyager to Alma ILS including migration of data, creation of new workflows, and training.

Interim Dean   September 2013 – Dec. 2015
- Responsible for all leading all aspects of the University Library consisting of approximately 1.5 million volumes, over 30 faculty librarians and 60 staff. Managed $11 million budget.
- Led the consolidation of the University library and five community college libraries. Wrote the library section for SACS accreditation of consolidated University.
- Worked collaboratively with the campus community, and library leaders in the city, state and region.
- Effectively advocated for the library in the University community, and with external constituencies and potential donors.
- Ensured that allocation of resources was driven by the Library's mission, strategic initiatives and assessment.

Associate University Librarian (Research Services)   June 2007 – July 2009
- Directly supervised faculty department heads of Acquisitions, Cataloging, Collection Development, Research (Liaison) Services and Digital Technologies Librarian.
- Worked in close association with Associate University Librarian (Technology Services) to manage the library's public services, including reference services, outreach to faculty and students, and instruction.
- Provided leadership in articulating the direction, balance and emphasis of collections, including monographs, serials, and electronic databases.
- Provided leadership in the development, collection and preservation of materials, and access to the university's institutional repository.
- Served as library ambassador to teaching faculty concerning library collections, materials budgets and research services.
- Supported research needs of the university's faculty and students by coordinating and ensuring acquisition, access and maintenance of library's print and electronic collections.

Collection Development Officer   July 2005 – January 2008
- Planned and developed collection development policies and programs. Worked closely with other department heads to direct and coordinate the subject librarians' collection development activities and responsibilities.
- Played a key role in analyzing the use of library resources and assessing the collection.
- Coordinated and supported the work of the subject librarians (liaisons) to academic departments in their efforts to develop collections in their areas, and worked with teaching faculty planning new programs or courses or preparing for accreditation visits.
- Advised in the appropriate allocation and expenditure of all library material funds, and monitored encumbrance and expenditure of the materials budget.
- Actively participated in cooperative collection development in the context of a four institution consortium.
- Worked with acquisitions department on licensing and acted as library's primary liaison to library materials' vendors
- Selected materials for the reference collection, including electronic reference resources.

Head, Instructional Services & Art & Design Liaison/Reference Librarian   August 2002 – July 2005
Interim Dept. Head, Instruction & Reference Services   April 2003 – February 2004

- Responsible for overseeing the library's management and provision of reference services, including general reference desk, e-mail and chat reference services.
- Supervised support staff within the Department of Instruction & Reference Services.
- Coordinated ongoing reference training for library faculty, graduate students and staff.
- Responsible for overall management of library's instruction program, including mentoring, supervision and formal evaluation of two instruction librarians and two liaison/reference librarians.
- Served as primary contact for University's library instruction needs and as an advocate for library instruction with University faculty and administration.
- Collaborated with three other department heads in goal setting, day-to-day responsibilities and coordinating workload assignments for approximately 18 librarians and 7 support staff.
- Developed and presented seminars, training programs, and other formal instructional programs designed to teach library research skills and to assist library patrons in learning to use the Library's collections (both physical and virtual) more effectively.
- Worked at the general reference desk approximately 5 hours per week and some weekends; provided specialized reference and research assistance to library patrons in designated subject areas.
- Responsible for collection development in Art & Design, including selection, approval plan management, preservation, evaluation of collections, and weeding of library materials; participated in management of the library materials budget.
- Served as liaison with the School of Art & Design; met regularly with department faculty to provide information and instruction about library services, collections, and programs. Served as an advocate within the library for this group, resolving or referring problems as raised by members of this group.

Humanities Liaison/Reference Librarian   September 1998 – August 2002

- Responsible for collection development in subject areas including History and Art and Design. Duties included selection, approval plan management, preservation, evaluation and de-selection of collections, and management of materials budget.
- Served as a liaison with assigned departments; met regularly with department faculty to provide information and instruction about library services, collections and programs.
- Developed and delivered formal instructional programs in assigned subject areas and on special topics such as plagiarism and academic honesty.
- Developed web based guides to assist patrons in learning to use the Library's collections (both physical and virtual), evaluate resources, and conduct research effectively.
- Answered questions at the general reference desk approximately 5-8 hours per week and weekends.
- Provided specialized reference and research assistance to faculty and students in designated subjects.
- Supervised Graduate Research Assistants on special projects.

Scholarly Activities

Publications

*Hart, Katherine and Tammy S. Sugarman. "Developing an Interdepartmental Training Program for E-Resources Troubleshooting." *The Serials Librarian* 71 (2016): 25-38.

Rodgers, James R. and Tammy Sugarman. "Library Technical Services: Key Ingredients in the Recipe for a Successful Institutional Repository." *The Serials Librarian* 65.1 (2013): 80-86.

Sugarman, Tammy, Stephanie Krueger and Louise Kelly. "Evaluating Usage of Non-Text Resources: What the COUNTER Statistics Don't Tell You." *The Serials Librarian* 60 (2011): 83-97.

*Hardesty, Skye and Tammy S. Sugarman, "Academic Librarians, Professional Literature, and New Technologies: A Survey." *Journal of Academic Librarianship* 33 (2007): 196-205.

*Leach, Guy J. and Tammy S. Sugarman, "Play to Win! Using Games in Library Instruction to Enhance Student Learning." *Research Strategies* 20 (2006): 191-203.

*Sugarman, Tammy and M. Lyn Thaxton. "Leveraging the Library Liaison Organizational Model to Provide and Manage an Effective Instruction Program." In *Library Instruction: Restating the Need, Refocusing the Response*, edited by Deb Biggs Thomas, et al., 59-63. Ann Arbor, MI: Pierian Press, 2005.

Sugarman, Tammy S. "Finding Information: The Library and the Internet." In *Learning to Succeed*, 2nd edition, edited by Nannette Evans Commander, et al., 255-274. Dubuque, IA: Kendall/Hunt, 2004.

Sugarman, Tammy S. "Using Search Engines." In *Learning to Succeed*, 2nd edition, edited by Nannette Evans Commander, et al., 275-287. Dubuque, IA: Kendall/Hunt, 2004.

Sugarman, Tammy S. and Laura G. Burtle. "From 50 Minutes to 15 Weeks: Teaching a Semester-Long Information Literacy Course within a Freshman Learning Community." In: Nims, Julia, et al., eds. Integrating Information Literacy into the College Experience. Library Orientation Series #34. Ann Arbor, MI: Pierian Press, 2003.

Burtle, Laura G. and Tammy S. Sugarman. "Learning Communities for Excellence: Development and Implementation of a Librarian-Led Freshmen Learning Community." *College & Research Libraries News* 63 no. 4 (2002): 276-279.

*Sugarman, Tammy S. and Anne Page Mosby. "Making a Weak Link Stronger: Incorporating Information Literacy into a Semester-long Freshman Seminar." *Georgia Library Quarterly* 39 no. 2 (Summer 2002): 12-16.

*Sugarman, Tammy S. and Constance Demetracopoulos. "Creating a Web Research Guide: Collaboration Between Liaisons, Faculty and Students." *Reference Services Review* 29 no. 2 (2001): 150-157.

Sugarman, Tammy S. "Long-term Origins of the Social Security Act of 1935." Proceedings of the South Carolina Historical Association* (1996): 1-10.

* Peer-reviewed

Reviews

Peer review of book chapter, "When will I ever use this again?" Cultivating motivation through an authentic learning environment," in Inspiring Student Motivation in the Information Literacy Classroom (working title) Edited by Sarah Steiner & Miriam Rigby. Forthcoming, 2018.

How to Be an Influential Librarian – Leading and Mentoring from Wherever You Are
Annual Conference, American Library Association, July 25, 2017
Reviewed in *ALCTS News*
http://www.ala.org/alctsnews/features/ac2017-influential-librarian
Document ID: d109f04e-b8c6-4ea7-bc80-f9d2297a9122

The Research Footprint: Libraries Tracking and Enhancing Scholarly and Scientific Impact
Reviewed in *ALCTS News,* September 2013.
http://www.ala.org/alctsnews/reports/ac2013-programs

Ending the Big Deal: Truth and Consequences
Reviewed in: *ALCTS Newsletter Online*, v. 23 no. 3 (2012): n.p.
http://www.ala.org/alcts/ano/v23/n3/ac/programs#bigdeal

PRIMO: (Peer-Reviewed Instructional Materials Online)
Reviewed in: *Public Services Quarterly*, v. 3 no. 1/2 (2007): 222-23.

Suffragists Oral History Project
Reviewed in: *Reference Reviews*, 20 no. 1 (2006): 29-30.

Feminae: Medieval Women and Gender Index.
Reviewed in: *Reference Reviews*, 19 no. 2 (2005): 50-51.

Woodger, Elin and Brandon Toropov. Encyclopedia of the Lewis and Clark Expedition. New York: Facts on File, Inc., 2004. Reviewed in: Reference Reviews, 18 no. 5 (2004): 51-52.
North American Immigrant Letters, Diaries, and Oral Histories. Alexander Street Press. Online Database. Reviewed in: Reference Reviews, 18 no. 3 (2004): 59-60.

The Annual Register, 1758-2001. ProQuest Information and Learning Company. Online Database. Reviewed in: Reference Reviews, 17 no. 5 (2003): 55-56.

Hacker, Diana. Research and Documentation in the Electronic Age. 3rd ed. Boston: Bedford/St. Martins, 2002. Reviewed on ACRL/IS Publication Web page (April 2003)

Cohen, Edward. The Peddler's Grandson: Growing up Jewish in Mississippi. New York: Random House, 1999. Reviewed in: *The Southeastern Librarian*, 50 no. 2 (Summer 2002): 40.

Ballenger, Bruce. The Curious Researcher: A Guide to Writing Research Papers. 3rd ed. Boston: Allyn and Bacon, 2001. Reviewed on: ACRL/IS Publication Web page (March 2002)

Teaching

University of Maryland University College:
Adjunct Associate Professor   Fall 2005- Present

LIBS 150 – Information Literacy & Research Methods   1 credit   January 2006 – Present
- Online required undergraduate course with enrollment of up to 65 students
- Develop course schedule and assignments including online discussions
- Selected to serve as a mentor to faculty new to teaching the course

Georgia State University:

PERS2001I – The Citizen in the Information Age   2 credits   Fall Semesters 2001-2004
- Part of a freshmen learning community: "2001: An Information Odyssey"
- Team taught with another library faculty member
- Selected course textbook and additional readings
- Developed a syllabus, including assignments, final exam and grading plan

- Delivered lectures, created PowerPoint slides, led class discussions
- Used Web CT to administer portions of the course

GSU 1010 – Freshmen Orientation   3 credits   Fall Semesters 2000-2004
- Part of a freshmen learning community: "2001: An Information Odyssey"
- Team taught with another library faculty member (2000, 2001)
- Developed a syllabus, including assignments, final exam and grading plan
- Used Web CT to administer portions of the course
- Created "Freshmen to Freshmen" website to which each student contributed information about a resource they felt would be helpful to fellow freshman

Tutorial

PORT: Psychology Online Research Tutorial

Tutorial developed and created by Lyn Thaxton, Tammy Sugarman, Doug Goans, Elizabeth Winter, Jackie Hong. I created the following modules: Scholarly vs. Popular Literature, Locating a Journal in the Library, and the More Information page. Developed content, took the screen shots, created text captions and wrote quiz questions to insert at the end of each module. Wrote and submitted an application for the tutorial to be considered for inclusion in the ACRL Peer-Reviewed Instructional Materials Online Database (PRIMO). The tutorial was accepted into the database and featured as a "site of the month" for May 2006.

Presentations

Sugarman, Tammy. "Research for Publication". Part one of a three-part webinar series, "Turn Your Idea into a Publication."
Invited Speaker
Association of Library Collections & Technical Services   January 12, 2015

White, Andrew, Stephen Hansen, Pamela Snelson, Simon Pratt, Tammy Sugarman. "Can Librarians and Information Providers Foster Productive Discussions over Product Value, Change Management, and Sustainability?"
Invited Panelist
33rd Annual Charleston Conference   November 2013

Sugarman, Tammy. "Georgia State University Case Study."
Invited Speaker
Thomson Reuters North American InCites Web Symposium   August 20, 2013

Sugarman, Tammy. "The Role of Technical Services in the Institutional Repository."
32nd Annual Charleston Conference   November 9, 2012

Sugarman, Tammy. "Library Technical Services: Key Ingredients in the Recipe for a Successful Institutional Repository."
Invited speaker.
MSU Libraries eResource & Emerging Technologies Summit (LEETS)   August 3, 2012

Sugarman, Tammy. "Marketing Your Library: Finding New Ways to Connect with Students and Researchers."
Invited panelist.
ALA Midwinter Conference 2012   January 22, 2012

Sugarman, Tammy S. and Jennifer Jones. "A Declaration of Survey Interdependence." Contributed Paper Presentation.
ACRL National Conference 2011   April 1, 2011

Krueger, Stephanie and Tammy S. Sugarman. "Evaluating Usage of Non-Text Resources: What the COUNTER Statistics Don't Tell You."
25th Annual NASIG (North American Serials Interest Group) Conference   June 5, 2010

McCullough, Michael, Lois Schultz, Tammy S. Sugarman, and Ann-Marie Breaux. "e-Duke Books: What Have We Learned?" *Invited panelist.*
29th Annual Charleston Conference   November 6, 2009

Krueger, Stephanie and Tammy S. Sugarman "What Counts: Assessing the Value of Non-Text Resources."
Invited panelist.
29th Annual Charleston Conference   November 5, 2009

Sugarman, Tammy, Greg Raschke, Ann-Marie Breaux and Tim Cherubini, "Expanding the Ebooks Buying Experience: Approval Plans."
28th Annual Charleston Conference   November 6, 2008

Thaxton, M. Lyn and Tammy Sugarman. "Making it Happen: Librarian-Faculty Collaboration to Improve Student Learning." *Invited Keynote*.
South Carolina Library Association – College & University Section   June 12, 2008

Thaxton, M. Lyn, Tammy Sugarman and Doug Goans. "PORT: Navigating the Development of an Online Tutorial"
GIL Users' Group Meeting (GUGM)   May 17, 2007

Tijerina, Bonnie, Tammy Sugarman and Heather Jeffcoat-King, "E-book Evolution: The New Chapter of Electronic Resources"
ACRL 13th National Conference   March 30, 2007

Tijerina, Bonnie and Tammy Sugarman. "E-book Evolution: How Far Have We Come and Where Are We Now?"
26th Annual Charleston Conference   November 9, 2006

Sugarman, Tammy S. and M. Lyn Thaxton. "Leveraging the Library Liaison Organizational Model to Provide and Manage an Effective Instruction Program."
32nd National LOEX (Library Orientation Exchange) Conference   May 7, 2004

Sugarman, Tammy S. and Tina Demetracopoulos. "Achieving Research Literacy in World History."
World History Association Conference   June 27, 2003

Sugarman, Tammy S. "Librarians: Teaching and Partnering in Freshman Learning Communities."
Annual Conference on the First-year Experience   February 23, 2003

Fritz, William J., William Walthall, Satish Nargundkar, Tammy Sugarman, Stephanie Summers, Elizabeth Firestone and Gary Longstreet. "Freshman Learning Communities, Enrollment Management and Institutional Change: The GSU Story."
Southern Regional Learning Communities Conference   October 25, 2002

Sugarman, Tammy S. and Laura G. Burtle. "From 50 minutes to 15 weeks: Teaching a semester-long information literacy course within a Freshman Learning Community."
30th National LOEX (Library Orientation Exchange) Conference   May 11, 2002

Sugarman, Tammy S. and Anne Page Mosby. "Making a Weak Link Stronger: Incorporating Information Literacy into a Semester-long Freshman Seminar." Academic Research Paper presentation.
Georgia Library Association Annual Conference (GA COMO)   November 1, 2001
*Awarded a prize for "Best Paper" sponsored by EBSCO Subscription Services and GLA Academic Section.

Sugarman, Tammy S. "Teaching and Learning Research Skills Using the Web."
Georgia State University Teaching with Technology Conference   April 4, 2000

Sugarman, Tammy S. "Good Things Come to Those Who Create: Building Bibliographic Web Sites".
Georgia Library Association Annual Conference (GA COMO)   October 21, 1999

Sugarman, Tammy S. "The Social Security Act of 1935." Lecture and discussion.
South Carolina Historical Association Conference   March 10, 1995

Poster Sessions

Sugarman, Tammy S. "It Goes Three Ways and Beyond! An Ongoing World History Website Collaboration between Librarians, Faculty, and Students".
ALA Annual Conference, Chicago, IL   July 8, 2000
LOEX of the West, Bozeman, MT   June 8, 2000

Hughes, John P. and Sugarman, Tammy S. "New Librarians Speak: Entering the Profession as Liaison Librarians."
ALA Annual Conference, Chicago, IL   July 8, 2000

Exhibits

Georgia State University Library

"Armchair Traveler: Selections from the Georgia State University Library"   August – September 2007
"Librarian Picks."   February - March 2007
"Lewis & Clark 200th Anniversary: 1804-2004."   July – August 2004
"All Over the Map: Resources for the Study of World History."   June – July 2003
"Representations of the Holocaust in the Visual Arts."   May – June 2001

Service

Committees

<u>National</u>
American Library Association (ALA) – Association of Library Collections & Technical Services (ALCTS)

Collection Management Section (CMS) Education Committee, Member	July 2017 - Present
ALCTS Publications Committee, Member	July 2015 – Present
ALCTS Nominations Committee, Member	July 2015 – June 2016
ALCTS Board of Directors	July 2013 – June 2014
Acquisitions Section Past Chair	July 2014 – June 2015
Acquisitions Section Chair	July 2013 – June 2014
Acquisitions Section Chair Elect	July 2012 – June 2013
Acquisitions Section Publications Committee, Chair	July 2011 – June 2012
Acquisitions Section Research and Statistics Committee, Member	July 2010 – June 2012

ALA-Association of College & Research Libraries

University Libraries Section, Campus Administration and Leadership, Member	July 2009 – June 2010
University Libraries Section, Bylaws & Procedures Committee, Member	July 2007 – June 2009
Instruction Section, Teaching Methods Committee, Member	June 2000 – June 2003

ALA-Reference & User Services Administration

Collection Development Section, Education Committee, Member	June 1999 – June 2001

<u>Regional</u>
ASERL (Association of Southeastern Research Libraries)

Dean's Group	September 2013-Dec. 2015
Collection Development Committee Co-Chair	July 2010 – June 2012

<u>State</u>

ALMA Implementation Lead Committee	September 2015 – May 2017
GOLD/GALILEO Users Group Advisory Committee	March 2007 – March 2010
Electronic Collection Development Committee (GALILEO), co-chair	February 2007 – March 2008
Regents Academic Committee on Libraries (RACL)	
Executive Committee	September 2013 – Dec. 2015
Nursing Resources Working Group	January – February 2007
Working Group on Integration of Library Resources in WebCT Vista	May 2004 – February 2006

<u>Georgia State University:</u>

Distance Education Council	April 2015 – May 2018
Consolidation Implementation Committee	January 2015 – Dec. 2015
Provost's Dean's Council and President's Administrative Council	September 2013 – Dec. 2015
Subcommittee for SACS 5-year accreditation review	2013, 2017
Undergraduate Research Conference Advisory Board	2012-2014
Development Committee for Non-Tenure Track Manual	2012- 2013
Evaluation Committee of University President	Spring 2011
Institutional Delivery Plan Subcommittee	Spring 2007
University Strategic Plan – Provost Committee	Fall 2005, Fall 2006
Center for Teaching and Learning Advisory Committee	October 2002 – July 2005

<u>Georgia State University Senate</u>:

Budget Committee	September 2013 – Dec. 2015
Planning & Development Committee	September 2013 – Dec. 2015
Faculty Affairs Committee	August 2004 – April 2007
Committee on Academic Programs	April 2006 – April 2007
Research Committee	August 2004 – April 2006
Budget Committee	April 2003 – August 2004
Major Repairs & Renovations Subcommittee	August 2003 – August 2004
Senate Statutes and Bylaws Committee	April 2003 – August 2004

<u>Georgia State University Library</u>:

Library Administration Group	April 2003 – September 2018
Library Administrative Council	June 2002 – September 2018
Liaison Web Task Force	January 2003 – February 2004
Integrated Library Systems Committee	April 2003 – February 2004
Faculty Personnel Committee	June 1999 – June 2002
Chair	June 2001 – June 2002
Reference Collection Committee	January 1999 – June 2005
Ad Hoc Search Committees for Library Faculty	1999 – 2018

Consulting

Consultant for Bedford/St. Martin's publisher on the following:

> "Writing the Research Essay" in Anker, Susan, *Real Essays*.
> "Finding, Evaluating, and Documenting Sources" in Anker, Susan, *Real Essays*.
> "A Writer's Research Manual" in *The Bedford Guide for College Writers*, 7th ed. and 10th ed.
> Rampolla, Mary Lynn. *A Pocket Guide to Writing in History*, 4th ed.
> Rampolla, Mary Lynn. *Proposal for Interactive Plagiarism Website*.
> Benjamin Jules R. *A Student's Guide to History.* 8th & 9th eds.

Member, Sage Library Advisory Board, 2018 - Present
Member, Ingenta Connect Library Advisory Board, 2006-2008

Certifications

Alma Certified Administrator, Ex Libris (July 2016)
Collaborative IRB Training Initiative (CITI) Certification (January 2016)

Education

Master of Science in Information (ALA accredited)
University of Michigan, Ann Arbor, MI   May 1998

Master of Arts in American History
The Citadel/College of Charleston, Charleston, SC   May 1996

Bachelor of Arts in History; minors in Art History and Business
Boston University, Boston, MA   May 1986